

**City Council****Notice of Motion**

MM22.11	ACTION			Ward:All
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**Training for Servers of Alcohol to Identify and Intervene on Incidents of Sexual Harassment and Violence - by Councillor Kristyn Wong-Tam, seconded by Councillor Joe Cressy**

*\* Notice of this Motion has been given.*

*\* This Motion is subject to referral to the Executive Committee. A two-thirds vote is required to waive referral.*

**Recommendations**

Councillor Kristyn Wong-Tam, seconded by Councillor Joe Cressy, recommends that:

1. City Council request the Province of Ontario and the Alcohol and Gaming Commission of Ontario to require that the Smart Serve Responsible Alcohol Beverage Service Training Program include training to actively identify and intervene when incidents of sexual assault, harassment and violence occur involving colleagues and customers.

**Summary**

The Province of Ontario, has initiated It's Never Okay: An Action Plan to Stop Sexual Violence and Harassment. This is an important step towards addressing sexual violence and harassment across the Province. Some funding has been allocated to train hospitality workers on identifying and intervening in incidents of sexual harassment and violence, but this program has not been extended to all servers of alcohol. With rates of sexual assault that are higher than the Provincial and National average in Toronto, it is incumbent on City Council to speak up on this issue.

Research across the globe demonstrates that bars, nightclubs and other establishments where alcohol is served report higher rates of sexual violence in and around these establishments. Research also shows that alcohol can also reduce normal inhibitions against committing a sexually violent act, and increase aggression in general.

The World Health Organization recommends that providing staff training can teach employees to be vigilant for signs of potential sexual violence, such as door staff enquiring if customers are safe when they leave.

The Province of Ontario, through the Alcohol and Gaming Commission of Ontario is responsible for regulating the training provided to anyone who serves or handles alcohol in Ontario through the Smart Serve Responsible Alcohol Beverage Service Training Program

(Smart Serve). The inclusion of training for servers to be able to recognize and intervene when incidents of alcohol-facilitated sexual assault, harassment and violence occur, will increase the safety of patrons and prevent incidents of sexual assault.

This systemic change to expand and enhance Smart Serve training is supported by the Ontario Coalition of Rape Crisis Centres, the Canadian Federation of Students, and campus groups in universities across Canada. The number one date rape drug is alcohol and because 50 percent of all sexual assaults in Canada include the use of alcohol, there is broad support from advocates and organizations who work in the end violence against women sector.

### **Background Information (City Council)**

Member Motion MM22.11